

MINUTES
WOONSOCKET SCHOOL COMMITTEE
FINANCE SUBCOMMITTEE MEETING
WEDNESDAY, OCTOBER 5, 2016
6:30 P.M.
McFee Administration Building
108 High Street, Woonsocket, RI 02895

Meeting called to order by Chairman Soren Seale at 6:30 p.m.

For the record the following individuals were present for this meeting: WSC Chairman Soren Seale, WSC Member Paul Bourget, Superintendent Patrick McGee, Assistant Superintendent Jenny Chan-Remka, Finance Director Brad Peryea, and Classical High School Principal Scott Barr.

1. Discussion of non-union pay increases

S. Seale said they are here to contemplate raises for non-union employees. A year and a half ago when they were still under the Budget Commission and finalizing contracts for all non-union employees, there were some disagreements with benefits and other things; non-union accepted the terms under the condition that we would take a look at pay raises in the future. He said to S. Barr that he thought someone from the outside that could give advice would be helpful and thanked him for being here.

P. McGee handed out packets to the subcommittee. S. Seale noted that there are three positions in particular that may receive a larger raise because their current salary is out of alignment with the average of those positions across the state.

- *Director of Facilities, Transportation and Security* – P. McGee said the spreadsheet he just passed out lists the salaries and notes as to what the duties are for that particular person; many towns and cities have just a director of facilities; ours is the director of facilities, transportation and security. They added the total salaries of the other 22 districts to come up with the average salary which is \$82,253.35. Our director's salary is \$78,467.00; he has more responsibilities than many of the districts. S. Seale asked if the other directors in our district have similar salaries. B. Peryea said they are in the \$95,000 to \$106,000 salary range. P. McGee noted that we have 12 buildings with approximately 5800 students. S. Barr said this position is a key position when it comes to the weather, busses, cameras and much more; therefore he/she is a good advisor to the superintendent, his staff, transportation, and matters of safety. This individual we are speaking about has a tremendous amount of experience as well as responsibility; if it was someone, for example, fresh out of college then we could keep or range the salary. P. Bourget said 14 of the other districts have no transportation and/or security combined with their facility director position and the average that we are looking at \$82,000. S. Seale said let us look to see how much money we have first. B. Peryea said we have \$700,000 budgeted for OPEB. S. Seale said the amount that really matters is the future amounts as well. P. Bourget said there are certain reserves built into our budget which will go on now until whenever; we have the money inside our budget right now. B. Peryea said in FY19 the city is supposed to give us an increase of \$2.5 million and has incorporated this in the five year projection. P. Bourget noted that what was proposed on the original sheet back in July was \$91,000 for this position. S. Barr suggested to take the median salary, which is around \$84,000 to \$87,000. S. Seale and P. McGee suggested \$85,000.

Motion to raise the salary to \$85,000: S. Seale 2nd: P. Bourget. All in favor and none opposed (approved). S. Barr abstained since he is not a resident or an elected member.

- *Superintendent Secretary* – P. McGee said with the SC stipend this person makes \$50,662.00. B. Peryea said some of the other school districts have this stipend built in and some don't. P. Bourget said the proposed salary amount is \$56,219.00 not including the stipend. S. Seale said we will use the same methodology by taking the average and then subtract \$5,000 so the SC stipend is not included; noted that there is zero protection with this position because she does not receive a contract. P. Bourget said round the number to \$57,000.

Motion to raise the salary to \$62,000: S. Seale 2nd: P. Bourget. All in favor and none opposed (approved). S. Barr abstained but in favor of their recommendation.

- *Assistant Superintendent Secretary* – P. Bourget said the salary for this position is at \$28,000 and the proposed increase is \$40,400. S. Seale stated \$43,739.32 is the average. P. Bourget suggest \$45,000 because of the average and the value of the position. Motion to have the range between \$40,000 to \$48,000 based on the candidate and that the person doesn't get a contract: S. Seale 2nd: P. Bourget. All in favor and none opposed (approved). S. Barr abstained but in favor of their recommendation.

S. Seale noted that the two secretary raises will take place immediately once approved by SC since they are not under contract.; the Director of Facilities, Transportation and Security will take place July 1st since he is under contract. After a lengthy discussion, P. McGee suggested the salary for Director of Facilities, Transportation and Security should be \$87,500 which is close to the original proposal of a couple of months back. Motion made to change the salary to \$87,500: S. Seale 2nd: P. Bourget. All in favor none opposed (approved).

- *Payroll Supervisor* – P. McGee said the payroll specialist supervises the department so in actuality he is a supervisor. P. Bourget and S. Seale agrees that B. Peryea is the supervisor since he does the evaluation; a person is not a supervisor if the person doesn't evaluate. B. Peryea said the only two other people in Local 1137 union that are called supervisors are two custodial supervisors and they do not evaluate. S. Seale said a supervisor evaluates; responsibilities without authority is not supervision. P. McGee said if he does the evaluation then he could and should be paid as a supervisor; agrees that any position in the district that is a supervisor should do evaluations. S. Seale stated no motion/vote will be taken; he noted if this goes before SC for approval under the consent agenda it will be because he is doing something that is part of the supervisory duties.

- *Director of Title I and Literacy* – P. McGee noted that the person in this position will be retiring at the end of this month. Recently, the SC approved the change of this position's title and job description; because the responsibilities are greater than the current grants and assessment position we want to be competitive and increase the salary from \$93,000 to \$97,000. B. Peryea said a percentage of this could come out of Title I when it is amendment time. Motion to approve this salary amount: S. Seale 2nd: P. Bourget All in favor none opposed (approved).

- *Non-Union employee raises* – P. McGee requested a 1% pay increase for all non-union employees a couple of SC meetings ago; now he is recommending a 2% increase because next year teachers will receive a 2% raise at the beginning of the year and then another 2% at the end of the year. He would like to keep the administrators in line with what the teachers will receive; the last raise they received was when the teachers received one which was approximately 10 years. Motion to approve a 2% raise for all non-union employees: S. Seale 2nd: P. Bourget All in favor none opposed (approved).

*Note: Scott Barr was not present for the discussion of the rest of the agenda items.

2. Discussion on non-budgeted positions

P. McGee presented the fiscal impact statement for the two Deans of Students at the WMS based on a full year. Committee agreed to wait to discuss these positions when they review next year's budget projections as well as the current budget.

S. Seale noted that when the Finance Committee meets in February/March he would like to look at the possibility of adding custodial positions; then the SC can have a work session so everyone can have a say on all these new positions.

3. Discussion of School Committee approval of purchases

P. Bourget said the SC looks and approves all purchases over \$2,000; suggests that we set a different limit to a higher amount for SC review/approval. B. Peryea stated the city's bid limit is \$5,000 and suggests that WED keeps it in line with what the city does; he also noted the SC is reviewing/approving 40% of purchases that are less than \$5,000. Grants are one of the biggest ones that the SC are approving which has already been approved by RIDE and we execute that approved budget. P. Bourget said it doesn't matter what grant the money comes, he wants to see everything \$5,000 and above. S. Seale will confer with S. Rapport to see what other SCs do. S. Seale said until there is a proper system/process in place and knows that it is working he wants to see the purchases and not raise the dollar amount; suggests the subcommittees should meet first to be part of the purchasing process then those purchases brought forward to SC for approval. S. Seale would agree to set the \$5,000 with the exception of non-replacement purchases (ie purchase of Chromebooks then decide to then go back to Apple); he also wants an informational quarterly report on the purchases over \$2000.

4. Next committee meeting date

Tentative date for the next meeting will be around February when they look at FY18. K. Blais to schedule.

Meeting adjourned at 9:08 p.m.

Respectfully submitted:

Kimberly A. Blais, Recording Secretary